



Naval Aviation Department Head Screen Board

Brief

JUNE 04



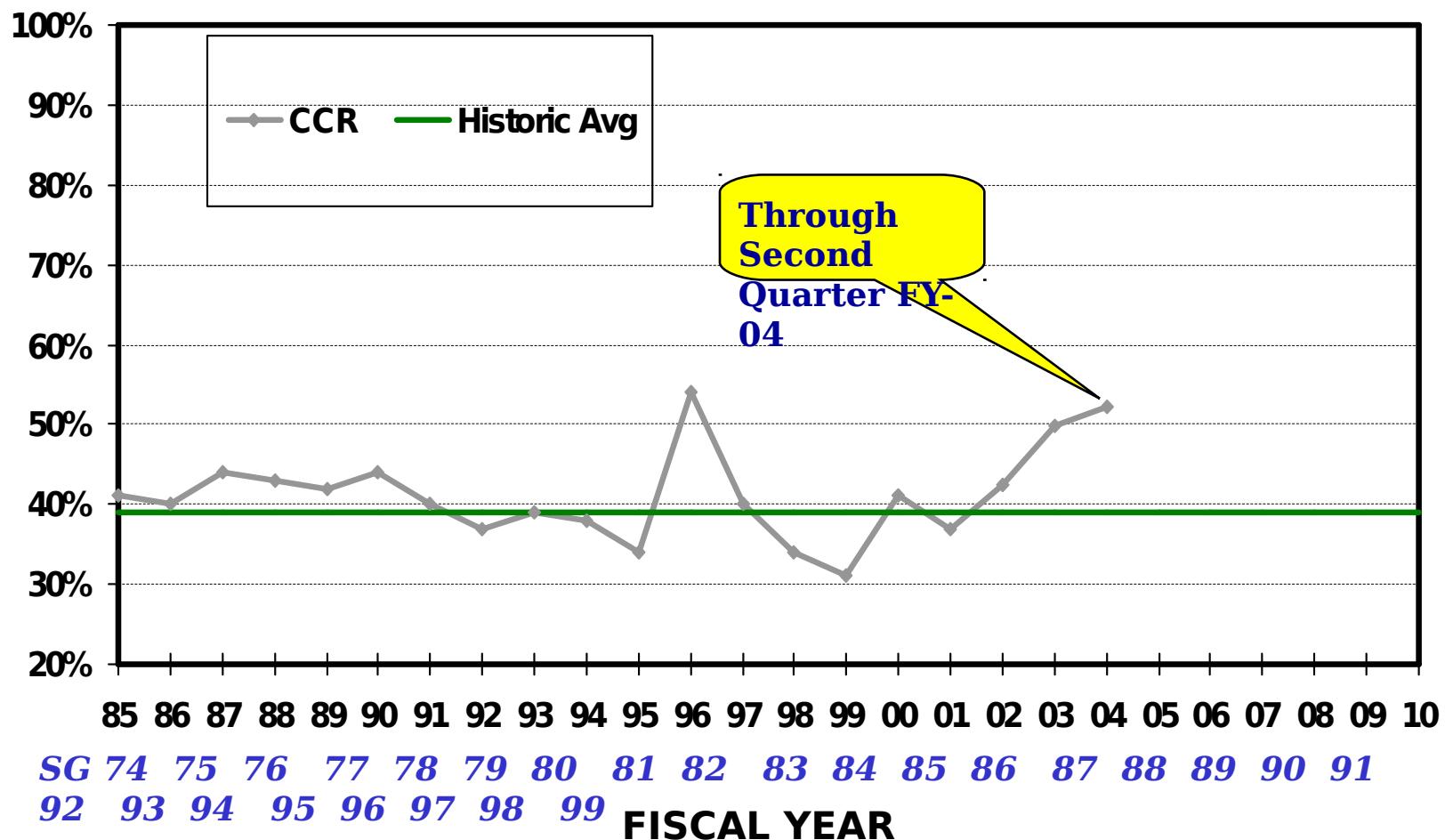
Overview



- How we got here
- FY-04 Opportunity
- The Process
- Notification
- Impacts
- Options for those not selected

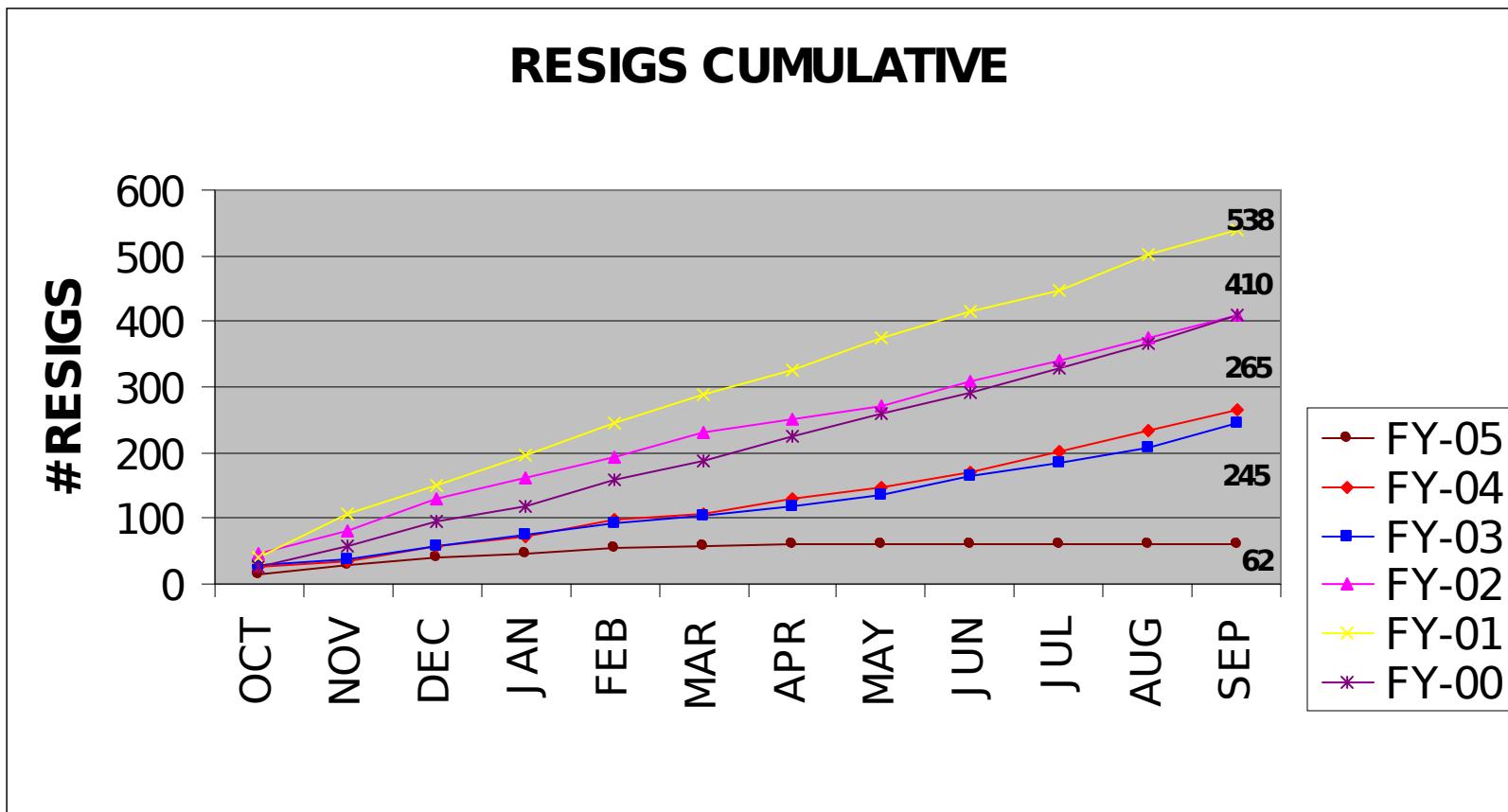


How We Got Here: Aviation Officer Retention





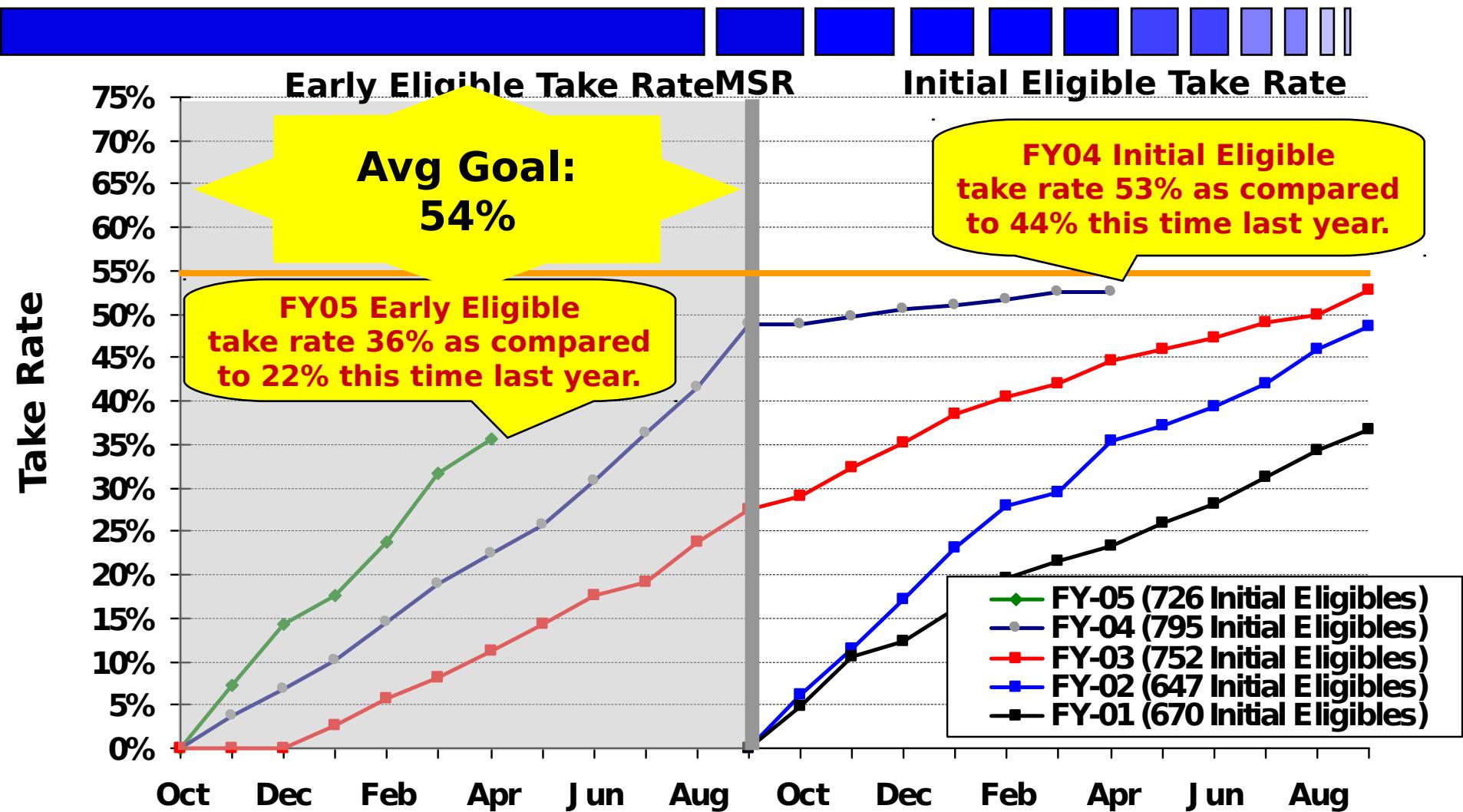
How We Got Here: *Resignations by FY*





ACCP Take Rates

(as of 30 Apr 04)





FY-04 Opportunity

COMMUNITY	REQUIREMENT	JUNE 04 ELIGIBLES	OPPORTUNITY RATE	NON-PLAYERS	REALISTIC OPPORTUNITY RATE
VP PILOT	24	67	35.80%	25	57.14%
VP NFO	24	54	44.40%	8	52.17%
VQ(P) PILOT	8	8	100.00%	0	100.00%
VQ(P) NFO	8	10	80.00%	0	80.00%
VQ(T) PILOT	6	18	33.30%	6	50.00%
VQ(T) NFO	5	9	55.60%	1	62.50%
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VFA PILOT	63	144	43.75%	44	63.00%
VFA NFO	8	21	38.10%	11	80.00%
VAW / VRC PILOT	18	23	78.30%	7	112.50%
VAW NFO	10	12	83.30%	2	100.00%
VAQ PILOT	7	16	43.80%	5	63.64%
VAQ NFO	12	15	80.00%	1	85.71%
VS PILOT	7	24	29.20%	12	58.33%
VS NFO	13	18	72.20%	5	100.00%
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HSL	41	45	91.10%	2	95.35%
HS	15	17	88.20%	0	88.24%
HM	6	4	150.00%	0	150.00%
HC	36	48	75.00%	9	92.31%



The Process



- Annual Board
 - May / June
- Two Looks per officer
- ACCP
 - Pre-2004 - Retain, unless selected and decline
 - 2004 ACCP and beyond - Stop ACCP



The Process



- Formal Board - O-7 President
 - 17 Captains, 7 Commanders
- Permanent Board with 3 panels
 - TACAIR, Maritime, Rotary Wing
- Separate tanks for each community
 - Also separate for pilot and NFO opportunities
- Standard record briefing / voting
 - Formal precept from CNPC



Notification Process



- Phone Call / Email to selects
 - Commitment required prior to slating
- If selectee declines
 - Move to top alternate
- Publish results on web once all slots filled



Impacts



- ACCP loss
 - FY-04 and beyond
 - Anyone who declines an opportunity
 - No recoup. Simply cease payment
- Those who stay
 - LCDR - guaranteed 20 years
 - Eligible for \$15K/yr sea duty bonus
 - Possible orders
 - Production (VT, FRS, etc) billets
 - USNR squadrons
 - Graduate Education with payback tours in DC
 - AP, FM, OA, Pol Mil



Takeaways



- ***Unprecedented retention***
 - A good thing. Extraordinary Quality in Leadership
- ***Primary impact this year: VP, VFA***
- ***Two Looks***
- ***Bonus impact***
- ***Notification by phone***
 - Commitment required
- ***Actively looking to utilize non-selects in billets that leverage our investment in their flight training***

QUESTIONS?

